

Gender Pay Report

2024

ERIKS



Foreword

We believe that fostering an environment where every individual feels psychologically safe and included is essential for unlocking ERIKS' full potential. By embracing the unique perspectives and talents of our people, we can drive innovation and perform at our best, enabling us to better understand and support our customers.

Our mission is to establish a strong foundation within our business that ensures fair compensation and upholds our commitment to equal pay for equal work.

In this publication of our gender pay gap data, we aim to highlight the challenges we face, showcase the progress we have made, and present our strategic priorities related to our inclusivity agenda.

Janice Keyes
Chief People Officer



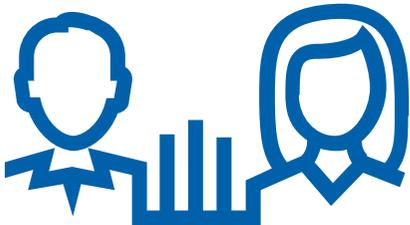
ERIKS



Understanding our Gender Pay Data

The gender pay gap is a measure of the difference in the average pay for men and women across an organisation regardless of role or organisational changes. It is also important to recognise that this report is not the same as an 'equal pay review' as this would require direct comparison between males and females carrying out the same or similar role.

At ERIKS UK&I, we have an annual equal pay review and are confident that we do have equal pay for equal work.



UK Only

Mean Gender Pay Gap Hourly Pay

The percentage difference between male & female mean hourly pay figures.



Median Gender Pay Gap Hourly Pay

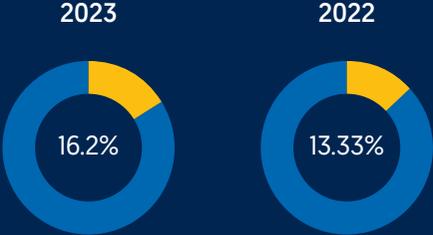
The percentage difference between male & female median hourly pay figures.



UK & Ireland

Mean Gender Pay Gap Hourly Pay

The percentage difference between male & female mean hourly pay figures.



Median Gender Pay Gap Hourly Pay

The percentage difference between male & female median hourly pay figures.

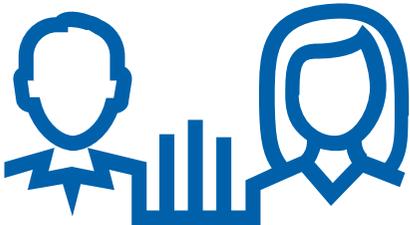


Understanding our Gender Pay Data

Although our data indicate a slight decline in our gender pay position compared to last year, we have made significant improvements since 2021. The 2022 data did not include our male CEO, who was internally promoted outside of the UK&I organization, which skewed our results. Additionally, our current female CEO joined the business after our gender pay data had been analysed, so she was not captured in our assessment.

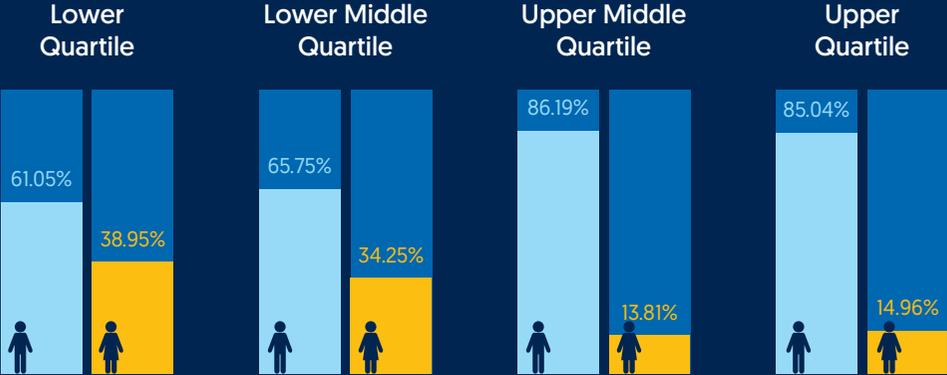
ERIKS UK&I has also prioritised hiring for our entry-level and technically skilled positions, which has changed our overall pay profile. However, we are proud to have increased the number of women in these non-traditional roles, and we will continue to drive this initiative.

Our current mean pay position remains slightly better than the manufacturing industry average, which currently stands at 15.9% according to ONS data.



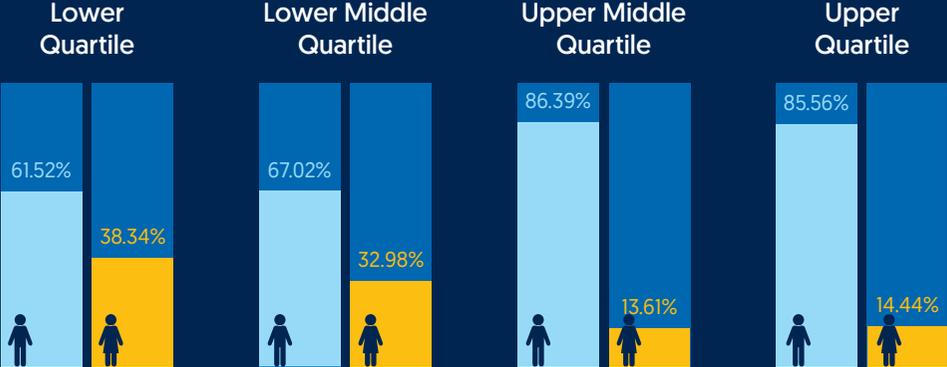
UK Only

Proportion of Males & Females in Each Pay Quartile



UK & Ireland

Proportion of Males & Females in Each Pay Quartile

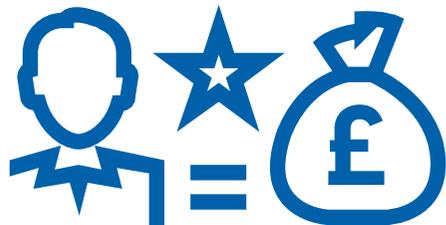


We have seen an increase of women in our lower quartile range as we continue to focus and create grass root talent pipelines for women that will enable us to development, progress and secure female talent for the future.

Bonus Pay

UK only

We have made significant progress in both our mean and median pay gap when including bonus pay, with our mean results sitting below the national average. This is due to the company bonus threshold being met and our bonus schemes paying out as per our scheme rules creating greater levels of equity and we continue to review our overall compensation offer to ensure we have internal equity.



UK Only

Mean Bonus Gender Pay Gap

The percentage difference between male & female mean bonus pay figures

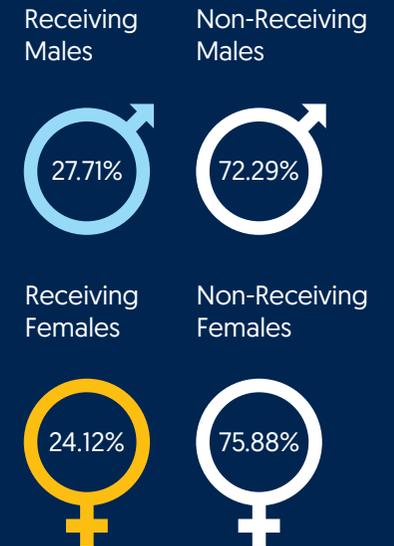


Median Bonus Gender Pay Gap

The percentage difference between male & female median bonus pay figures



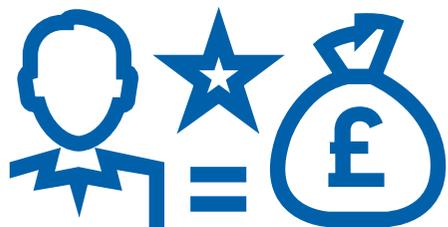
Proportion of Males & Females Receiving a Bonus



Comparison Males & Females Receiving a Bonus



Bonus Pay UK & Ireland



UK & Ireland

Mean Bonus Gender Pay Gap

The percentage difference between male & female mean bonus pay figures



Median Bonus Gender Pay Gap

The percentage difference between male & female median bonus pay figures



Proportion of Males & Females Receiving a Bonus

Receiving Males



Non-Receiving Males



Receiving Females



Non-Receiving Females



Comparison Males & Females Receiving a Bonus



77.72%



22.28%

Our commitment: Attraction

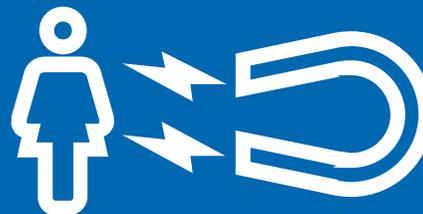
Our Focus Areas

We continue to increase the proportion of diverse hires (both internally and externally into all roles but with particular emphasis on senior roles.

- Continue to review our talent attraction approach, using non-gender language to ensure fairness and inclusivity
- Our inclusion strategy includes targets for the proportion of women in senior roles
- All roles are advertised internally to widen the pool of candidates
- Inclusive recruitment training for all leaders, reducing bias in recruitment and interviews
- Our apprenticeship programmes, which attracts new talent and develop existing colleagues, with emphasis on a diverse range
- Seek to engage with specialist job board to assist in increasing applications from women e.g Women in engineering
- When engaging with search agencies, we request that their search methodologies reach diverse candidates

What we have accomplished

- We launched our interview skills training at the end of 2023 and is an ongoing program to support current and future hiring managers
- Advertise all roles internally to encourage greater internal movement
- We are recognised as a Disability Confident Committed Employer
- Invested in a Data Manager position to enable ERIKS get better insights to support business decision relating to DEI
- We have expanded our apprenticeship programme and achieved our target of a third of all positions being filled by women



Our commitment: Retention

Our Focus Areas

It's just as important to retain female colleagues at all levels of our business as it is to attract

- We're helping ERIKS UK&I colleagues be aware of, understand and develop inclusive behaviours as part of our inclusion strategy plan
- Providing inclusion training for leaders and we're working to create a culture where any concerns can be raised freely, and colleagues can be their true authentic self
- We encourage all colleagues to participate in our employee engagement survey, so we can hear the views of all our colleagues and make improvements
- We've created an EDI action plan to focus on creating a diverse and inclusive culture
- The pandemic has given us the opportunity to offer flexible and hybrid ways of working which has helped attract and retain
- Reviewing and enhancement of policies to reflect a diverse culture

What we have accomplished

- We have completed Diversity and Inclusion training for all our senior leaders
- Created online Diversity and Inclusion training for all ERIKS employees
- Increased flexible working requests approved to enable our colleagues to work in a way that suits their individual needs
- Identified senior leadership owners to drive engagement at a local level based on our employee's feedback
- Outsourced our exit interviews in aid to get greater depth of insights and quality
- Highlight employee engagement initiatives through our monthly employee communications



Our commitment: Development

Our Focus Areas

To increase the number of female colleagues in senior leaderships roles, we are taking the following actions

- Using our People data to understand our diverse workforce
- Working towards an ambition of 33% of females in senior roles
- Focus on development programmes such as Women In Leadership and great participation from females on our Empower to Lead leadership programme
- Inclusive awareness talks and webinars on a variety of topics to raise awareness and understanding such as unconscious bias

What we have accomplished

- Designed our women in leadership program ready for launch in 2025
- 40% of employees on our emerging leaders training course are women
- 50% of employees that access external coaching support are women
- Promotions for women made up 30% of the total number of promotions that happened in this period meaning 9% of our total female population had a promotion in this period 2023
- We currently have 19% of all senior leadership positions held by women
- Hosted a number of webinars focused on Diversity, Inclusion and Allyship



Declaration

As outlined in this report, gender diversity is a fundamental component of ERIKS UK&I's overall Diversity and Inclusion strategy, as well as our global approach.

We have made significant strides in attracting and retaining our workforce. While we acknowledge the challenges related to diversity that exist within our industry, we remain undeterred. We are committed to being a positive force for change and will continue to work diligently to understand and address the Gender Pay Gap at ERIKS UK&I.

We will ensure that our talent acquisition and promotion processes are fair and consistent, fostering an equal-opportunity workplace where all employees receive the same opportunities, recognition, and rewards for their contributions, regardless of gender.

We welcome the opportunity to share our progress and will continually explore new ideas and initiatives to keep diversity at the core of everything we do.



Janice Keyes
Chief People Officer

A handwritten signature in black ink, appearing to read "Janice Keyes".



Pamela Bingham
Chief Executive Officer

A handwritten signature in black ink, appearing to read "P. Bingham".

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